

JOB POSTING

KWAKIUTL NATION DEVELOPMENT CORP.

FISHERIES MANAGER

JOB SUMMARY

Under the direction and guidance of the *Kwakiutl Nation Development Corp* (KNDC) General Manager/CEO, the **Fisheries Manager** oversees all activities of the KNDC fisheries in accordance with policies, agreements and related priorities set by the Corporation/Kwakiutl Band Council (KBC). He or she has oversight of all fisheries managed by KNDC - including boats, licenses, related gear, and associated fisheries staff and/or fishing crews.

DUTIES / RESPONSIBILITIES

The **Fisheries Manager's** work includes (but is not limited to) the following:

- Financial management abilities required to ensure monitoring/interpreting of balance sheet and income statements for the KNDC Fisheries department
- Completes Business Cases for PICFI Business Development and PICFI Capacity Building Support funding applications
- Ensures all deliverables and reporting are completed on-time as required for contribution/funding agreements
- Researches and applies for any available funding opportunities or grants
- Provides quarterly reports to the KNDC GM/CEO regarding all fisheries related business issues, concerns or opportunities
- Serves as a liaison with relevant and strategic associations, advisory committees, industry partners, and facilitates mutually beneficial relationships with other Nations, federal and provincial government agencies
- When requested, participates in decision-making with the GM/CEO regarding Kwakiutl natural resources and strategic business planning/execution
- Plays a lead role in initiating and implementing employment, training, and business opportunities within the fisheries department
- Plays a lead role in negotiating and implementing fisheries business agreements
- Prepares and secures contracts for support in consultations and technical support for agreement negotiations
- Performs other duties as assigned by the KNDC GM/CEO

Knowledge of the Kwakiutl community, culture and language is an asset. It is paramount that all positions within the KNDC strive to communicate and serve the Kwakiutl people in a manner that respects, enhances, and promotes the cultural identity and well-being of both the individual and the community. This position will strive for cultural safety by:

- Gaining cultural awareness and cultural sensitivity
- Understanding and complying with any Kwakiutl policies or position statements on "cultural safety" (and ensuring it is reflected in individual training and professional development plans)
- Ensuring that plans, policies, and activities undertaken promote the holistic health and well-being of the Kwakiutl in a way that incorporates and promotes the cultural aspects of the Kwakiutl people and traditions
- Overall, assisting in the articulation and establishment of cultural influence expectations in the KNDC Fisheries business planning and day-to-day operations

REQUIREMENTS

- Certified Fisheries Enterprise Management Training - *Required*
- Post secondary degree or diploma in business management, financial management, economic development, marine aquaculture sciences or other related disciplines
- Experience in a West Coast marine and freshwater fishery
- **Strong business acumen coupled with experience driving revenues in fisheries**
- Demonstrated experience leading & developing employees
- Hands-on experience in vessel maintenance and operation (including regulatory requirements)
- Strong knowledge of provincial and federal fisheries policies, laws, legislation & regulations
- Strong ability to lead / manage field and vessel crews in an efficient, professional, and fair manner
- Excellent interpersonal, negotiation, formal writing (such as briefing notes, strategy documents, work plans, etc.) and communication skills
- The ability to engage and work effectively with Kwakiutl community members and other stakeholders
- Strong computer and technical writing abilities

Other Job Information

- Successful applicant must periodically undergo a police information check (PIC)
- Pre-employment and post-incident drug/alcohol testing is a requirement
- Travel to various destinations outside the typical worksite
- The successful applicant can expect to work in a variety of different work environments, as well as work outside normal business hours and to function independently
- Abide by KNDC/KBC organizational policies (ie personnel policy and other policies)
- Work independently, organize work, prioritize workload, possess interpersonal / communication skills (written and verbal)
- Preference may be given to Aboriginal applicants such as those with a degree or diploma and those with direct work experience in this role with Kwakiutl or other First Nations
- Willing to perform other duties as assigned by the GM/CEO

Compensation: Competitive

(Optional extended health & pension benefits following successful probationary period)

Competition Closes: Open until filled – position to start asap

Job Status: Full-Time, Permanent

We thank all applicants for applying, however, only short-listed candidates will be contacted for interviews.



Please forward your cover letter and resume with “**KNDC Fisheries Manager**” in the subject line of your e-mail to:

Dwayne Worthing, Director of Human Resources
Kwakiutl Nation Development Corp.
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